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FEB/MAR 2004

Study Looks at Manufacturing Sector

CommCorp's Center for Research and Evaluation (CRE) recently released a **research and evaluation brief** examining employment trends in Massachusetts manufacturing between 1992 and 2002. Employment in this sector declined sharply during this period, in spite of an overall increase in total employment. While total employment in Massachusetts increased by 16.2% between '92 and '02, manufacturing employment decreased by more than 20%.

Thirteen of the 16 manufacturing industries for which data is collected by the Massachusetts Division of Unemployment Assistance, experienced declines, with transportation equipment, and computer and electronic products sustaining the largest losses.

Three industries bucked the overall trend, adding jobs. Medical Equipment and Supplies grew by 900 jobs, Food

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CWI Shares Ideas at the NAWB Conference

At the recent National Association of Workforce Boards (NAWB) conference in Washington, D.C., CommCorp's Center for Workforce Innovation (CWI) participated in the industry trade show, showcasing sectoral initiatives. Programs such as the Extended Care Career Ladder Initiative (ECCLI), the Nursing Career Ladder Initiative (NUCLI), StaffSkills, and the Building Essential Skills through Training (BEST) Initiative were highlighted, with staff on hand to provide insight on how such programs could be replicated nationwide. Each day of the three-day conference began early and ended late with a steady stream of workforce development professionals asking questions, sharing ideas, and wanting to learn more about the CommCorp and the workforce development system in Massachusetts. In the weeks ahead, CWI will be following up with the contacts made at the conference.

CommCorp's Carol Kapolka (left) and Elaine Fox (right) explain our programs to Paul Arnold (center) from Louisiana at the 2004 NAWB Conference.

Congratulations to the Massachusetts Workforce Investments Boards which were honored at the conference. The Workforce Partnership Award was presented to the Cross-Border Strategic Workforce Development Alliance—which includes **Hampden County** and **Franklin/Hampshire**—and the Southeastern Mass. Manufacturing Consortium—consisting of the WIBs from **Bristol**, **Brockton**, and **Greater New Bedford**—was a Distinguished Honoree.

CommCorp Looks at Implications of the Changing Labor Force

Commonwealth Corporation released a brief highlighting the findings of the study, "An Overview of Key Labor Force Developments in Massachusetts During the 1990s: Limited Overall Growth, the Absent Male Worker, and the Critical Contributions of New Immigrant Labor." The report was prepared by Northeastern University's Center for Labor Market Studies.

According to the report's findings, during the 1990s the labor forces of both Massachusetts and New England appear to have grown at very low rates, creating widespread labor shortages at the height of the labor market boom of the late 1990s and 2000. At the time of the U.S. Census, the resident civilian labor force of Massachusetts was estimated at 3,312,000, an increase of about 2% over the entire decade. In contrast, the labor force of the nation grew at a rate of about 11.5% over the same period.

Between 1990 and 2000, the resident population of the state grew by 333,000, while migration out-of-state was nearly 300,000 people. The entire net increase in the population in the state can be attributed to new foreign-born immigrants. At no other time in the past 150 years, including the Great Wave of Immigration between 1890 and 1920, was the state completely dependent on foreign immigration for its population growth. Given the emergence of new immigrants as an important source of labor in the state, greater knowledge of their labor force behaviors, problems and earnings experiences is needed.

The 1990s witnessed the slowest labor force growth in the state since 1940, when the Census Bureau began collecting labor force data through the Census. The quantity and quality of our state's labor force can have important implications for economic growth and development.

Said Jane C. Edmonds, Director of Workforce Development, "Slow labor force growth places constraints on the state's ability to attract new businesses and generate new jobs. Given the changes that have taken place in the Commonwealth over the last decade, it makes sense for education and retraining to be priorities. Our residents need skills and our businesses need skilled workers to be able to compete in today's economy."

To view the briefs, please visit the CommCorp website at www.commcorp.org/wss/re/brief.htm.

Study on Manufacturing Sector

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grew by 1,900 jobs, and Chemicals increased by 1,300 jobs.

Declines in manufacturing employment have been felt within the state, across the country, and around the globe. The US saw a 16% overall decline in manufacturing jobs between June 2000 and September 2003. Worldwide, the 20 largest economies have lost 22 million jobs—an 11% decline—and manufacturing jobs appear to be declining around the globe, between 1995 and 2002.

While workers from some manufacturing industries will be able to transition to other industries requiring similar skill sets, many of the jobs in the growth areas have a very specific set of skills needs. For example, within the growth industry of chemical manufacturing, nearly 30% of their workforce is employed as a chemist, biologist, life and physical scientist, or chemical engineer.

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APRIL 2004

At-Risk Youth Meeting High Standards

Now in its second year of operation, **Another Route to College (ARC)** is helping students pass the required MCAS exams while beginning college coursework and preparing for their futures. ARC builds upon Diploma Plus, a successful alternative high school program managed by the CommCorp's Center for Youth Development and Education. Sixty students are currently enrolled at two ARC locations—Holyoke Community College (HCC), which serves the Springfield and Holyoke school districts, and Northern Essex Community College (NECC), serving the Lawrence Public Schools. The program is poised to expand next year to other communities.

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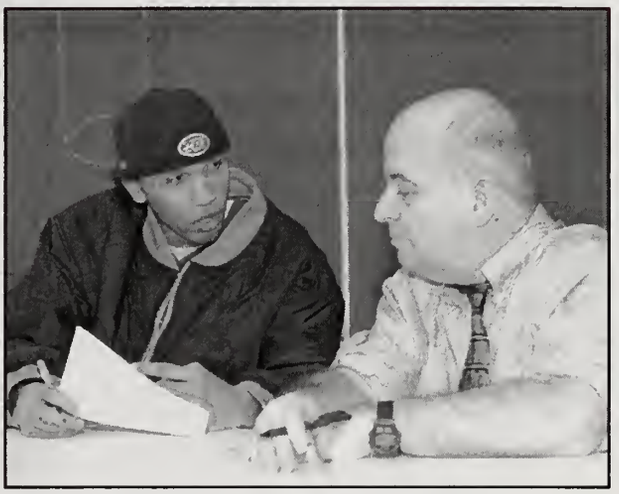

Teacher Mike Logan (right) from Lawrence Public Schools helps Jose Gonzalez (left) get ready for the math MCAS. Gonzalez has since passed both the English and math portions of the test.

CommCorp's StaffSkills for Youth Workers Sweeps the State

Since it began about a year ago, StaffSkills for Youth Workers has brought together over 100 people from diverse organizations serving youth throughout Massachusetts for a rich learning experience. The three-day series consists of seven modules designed specifically to address the key competencies and knowledge needed by front-line staff and supervisors whose programs provide counseling and case management services for youth. Instructors utilize music videos, case scenarios, featured speakers, peer coaching and small group work. The sessions are highly interactive and custom tailored to the level of experience and the topic areas most needed by staff. Attending staff come from One Stop Career Centers, Community-Based Organizations, Faith Based Organizations, and education programs, all of whom are focused

StaffSkills for Youth Workers

(continued on page 2)

BEST for Older Youth Shares Promising Practices

BEST for Older Youth projects in seven Massachusetts workforce investment areas are paving the way for innovative and effective services for youth.

One such project is the Merrimack Valley Workforce Investment Board's BEST for Older Youth "Jobs in Finance" program. They have developed a creative way to help youth participants become comfortable with job interviews. Banking and finance employers are invited to a luncheon, with the youth in attendance. As part of the luncheon activities, youth are encouraged, through a small incentive, to visit with and ask for business cards from as many of the employers as possible. In this safe setting, the youth gain confidence in speaking with adult strangers. Their new network of potential employers will be very helpful when the youth complete their training and begin interviewing for finance jobs.

To Cathryn Lea, Director of BEST, this is definitely "a promising practice that can serve as an example for other youth programs."

StaffSkills for Youth Workers

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on better preparing youth for employability and economic success.

Project Director Gregg McCutcheon says, "Designing and delivering StaffSkills for Youth Workers has been a labor of love from the start. Workforce development staff who serve youth have been eager to see this training created and as soon as word got out, each series has been filled to capacity. Starting with the Pilot Group and continuing with each new series, the attending staff and administrators have been enthusiastic and knowledgable, and readily share their expertise with colleagues. They are eager to learn new information and give StaffSkills high marks for quality and usefulness in their work. They're very inspiring to work with!"

Response has been overwhelmingly positive. More sessions are planned in the coming year. Several other states have also expressed interest in bringing StaffSkills training to their staff.

At-Risk Youth

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In the program's first year, 20 of the 24 Springfield-Holyoke students and 20 of the 30 Lawrence students passed both sections of the MCAS.

ARC serves high school seniors who have repeatedly failed the MCAS exam. While ARC students are on target to graduate in terms of credits, they will not receive a diploma unless they pass both the math and English language arts sections of the MCAS. Students participating in ARC take all their classes at the local community college and are taught by both high school and college instructors. To help them pass the MCAS, they attend classes in math, language arts, and test-taking strategies and use instructional software aligned to the state curriculum frameworks. Students also prepare for life after high school by participating in a career-related internship, taking two-three college courses, and completing projects that build their writing and teamwork skills.

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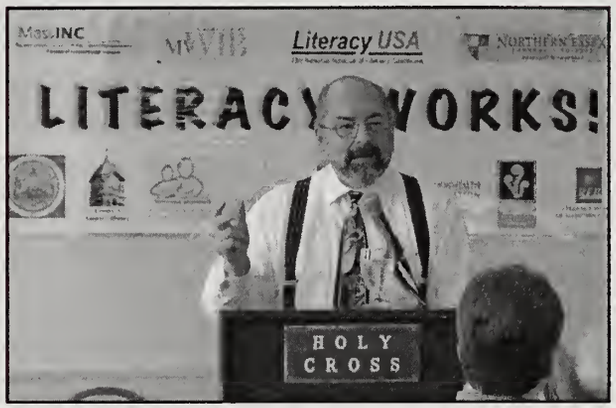
MAY 2004

Summit Addresses Literacy Challenges

In its first full year of implementation, **Literacy Works!** (LW) has achieved notable successes and faced important challenges. Building from this foundation, over 75 people came to the first LW Leadership Summit—"Let's Talk Literacy"—held at Holy Cross College on April 30, 2004. A combination of talks, panels, and workshops provided participants with information about LW in the pilot communities as well as ideas for innovative approaches to raising public awareness, supporting and expanding programs, and attracting local investments for literacy. As one participant remarked, "This was one of the most informative and inspiring gatherings about promoting literacy that I've ever attended."

LW is an initiative of CommCorp in partnership with the Massachusetts Institute for a New Commonwealth (MassINC) and with the cooperation of the Massachusetts Department of Education (DOE). As a pilot project, LW is currently operating in Lawrence and Hampden County, with plans to expand to more communities in the future. A key innovation in LW is the deployment of literacy entrepreneurs, staff who can mobilize the private sector and local community leadership in support of literacy efforts. They also work with local providers and the local workforce investment board on programs and strategies to meet the community's literacy needs and expand resources for supporting literacy efforts.



Bob Bickerton, Associate Commissioner of the Center for Lifelong Learning and Teaching, Massachusetts Department of Education, addressing Let's Talk Literacy! participants.

At the Leadership Summit, participants first heard from **Ian Bowles**, President and CEO of MassINC, about the importance of literacy and the new basic skills to the economic health of the state and its communities and families. **Jonathan Raymond**, President and CEO of Commonwealth Corporation, introduced the LW initiative and chaired the meeting. Four perspectives on why literacy – and Literacy Works – matter were presented by **Anne Serino**, Administrator of Adult and Community Learning Services at the Massachusetts Dept. of Education, **Bob Schwarz**, the Executive VP of Peter Pan Bus Lines and chair of the Hampden County LW Committee, **Maria Capuano**, a business owner in Holyoke, a member of the Hampden County LW committee, and an alumnus of English for Speakers of Other Languages (ESOL) programs, and **Lonnie Kaufman**, from the Donahue Institute, the independent evaluators for LW.

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Literacy Works
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In the panel discussions that followed, **John Schneider**, Director of Programs and Operations for MassINC, served as a lively emcee, directing questions at panelists about the needs for literacy services in their communities and the progress and challenges of LW and other collaborative efforts.

Bob Bickerton, Associate Commissioner of the Center for Lifelong Learning and Teaching with Massachusetts DOE, outlined challenges and opportunities for literacy and ESOL in Massachusetts, highlighting the community planning process spearheaded by DOE and what it was revealing about the strengths and the needs of communities in terms of literacy and ESOL programs. Bob discussed many of the efforts underway to address these needs. Pointing to Literacy Works as one successful model for building community commitment and expanding resources for literacy, Bob stressed the importance of continuing to build such collaborations and engaging all segments of the community in this work. Bob closed with an inspiritional quote from the late Chancelor of the Board of Higher Education and former CommCorp board member, Stanley Z. Koplik, "Massachusetts: where everybody reads and everybody counts."

At the LW Summit, a panel discusses why literacy and Literacy Works matter: (foreground) Ian A. Bowles, (panel, left to right) Anne Serino, Bob Schwarz, Maria Capuano, Jonathan Raymond, and Lonnie Kaufman

Local Employer Makes Committment to Literacy

At the Literacy Works Leadership Summit, Bob Schwarz, Executive Vice President of Peter Pan Bus Lines and Chair of the Hampden County Literacy Works Committee announced that his company will make major investments in literacy. Largely as a result of the company's involvement in Literacy Works, the president of Peter Pan Bus, Inc., Peter L. Picknelly, Sr. decided to support two new literacy centers. The first—a bold new initiative in bringing literacy services to the people who need them—will be a 21,000 square-foot comprehensive family literacy center located in a new inter-modal transportation hub in Holyoke. The center will include adult literacy, family literacy, and day care services. Supported by Holyoke Mayor Michael Sullivan and Congressman John Olver, this effort is in collaboration with the local ABE and family literacy providers, day-care operators, Holyoke Community College and the University of Massachusetts-Amherst. The second major commitment is a contribution of $100,000 to the Springfield YMCA to create the Peter L. Picknelly, Sr. Literacy Center to strengthen literacy and English skills of children, youth, adults, and families. These commitments from Peter Pan Bus, Inc. reflect the company's belief in the importance of businesses addressing and supporting the needs of residents in their communities. Increased literacy and ESOL services are a major part of vibrant economic development, workforce development, and community life.

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JUNE/JULY 2004

Celebrating One Year of BEST Older Youth

The Building Essential Skills through Training (BEST) Older Youth Program celebrated its one-year anniversary at the College of the Holy Cross in Worcester in June. **Lieutenant Governor Kerry Healey** kicked off the celebration with some words of encouragement for the youth that had participated in the program. The event included performances from the hip-hop group the Foundation, award presentations to youth and employers, and presentations of project successes and stories.

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Honoring an employer partner at the BEST Older Youth event, (left to right) Jane C. Edmonds and Lt. Gov. Kerry Healey present an award to Kimberlli Walker, General Manager of Healthworks Foundation Fitness Center.

Conference Highlights Accomplishments in Research and Evaluation

The first annual Workforce Development Research and Evaluation Conference, held in Boston on June 22, brought together policy-makers, research and evaluators, workforce development professionals and others to take an in-depth look at research and evaluation in workforce development in Massachusetts and beyond.

The day-long conference was co-sponsored by the Massachusetts Department of Workforce Development, Commonwealth Corporation, Northeastern University, the US Department of Labor Employment and Training Administration, Region 1, and the Massachusetts Workforce Board Association.

The day began with opening remarks from each of the sponsoring organizations, followed by presentations that gave an overview of research and evaluation, in Massachusetts and nationally. **Johan Uvin** spoke about the Research and Evaluation Agenda and the priorities identified within that document, then **Eileen Pederson** of the US Department of Labor, Office of Policy Development put that work in context by discussing the work being done at the national level.

The morning session concluded with presentations and a moderated discussion led by **Nancy Snyder** of the Boston Private Industry Council on the topic of state and local

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BEST Older Youth

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"BEST is helping hundreds of youth access training, education and employment opportunities," said Healey. "At a time when our older youth struggle with moving ahead in life and gaining important skills, it's gratifying to see real progress being made on this front, which benefits us as a Commonwealth."

The BEST Older Youth initiative links at-risk youth, ages 18 to 24, with vocational skills training to help them pursue promising careers. The program also helps each youth manage issues of abuse, backgrounds with the justice system, concerns of teens and young parents, and transportation issues. In its first year, more than 315 youth participated in health care, manufacturing, culinary arts, banking, and information technology training.

The Lt. Gov.—joined by Director of Workforce Development **Jane C. Edmonds**—presented certificates of recognition to six employers who were involved in the program, designing curriculum, providing job shadowing opportunities, hosting internships, or hiring youth participants.

"BEST initiatives have resulted in projects that are enriching the lives of at-risk youth, " said Edmonds. "As the workforce of tomorrow, they are gaining the critical skills they need today."

Research and Evaluation

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efforts to measure and manage performance and identify short-term outcomes.

The luncheon session focused on businesses' and policy-makers' perspectives on workforce development research and evaluation. **Alan Macdonald** of the Business Roundtable talked about what evidence of effectiveness of workforce development programs businesses are looking for. Policy-makers from the state, federal and local level then discussed what evidence of effectiveness they look for. **Constance Doty**, from the Boston Mayor's Office of Jobs and Community Service, Massachusetts **State Senator Jack Hart**, **Jane Oates** from the Office of Senator Kennedy, **Jennifer James** from the Department of Workforce Development, and **Elmer Bartels** from the Massachusetts Rehabilitation Commission engaged in the discussion led by moderator **John Schneider** of MassINC.

After lunch participants had the opportunity to view the results of more than 20 workforce development research and evaluation studies in a mini trade-show.

The Workforce Development Research and Evaluation Conference included several panel discussions. Pictured (left to right) are Jennifer James, Department of Workforce Development; State Senator Jack Hart; and John Schneider, MassINC.

The day concluded with a final discussion entitled "Identifying the Long-Term Impact of and Returns to Workforce Development Programs." This lively discussion brought together leaders in the field of research and evaluation, including **Andy Sum** of Northeastern University, **Michael Stoll** of the University of California, **Bill Ward** of the Hampden County Regional Employment Board and **Kevin Hollenbeck** of the WE UpJohn Institute for Employment Research.

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AUGUST 2004

CommCorp Recognizes Partners' Achievements

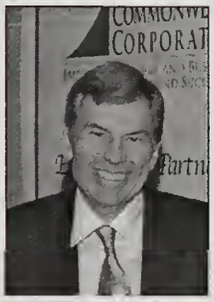
CommCorp held its Seventh Annual Excellence in Partnership Awards on June 24, to recognize the achievements of eleven people/organizations that have done extraordinary work over the past year.

Bill Ward

The first award of the day was given to **Bill Ward**, Executive Director of the Hampden County Regional Employment Board since 1980. Bill received the Excellence in Workforce Development Award, and spoke eloquently about how the work done by the workforce development community can, and should, provide opportunities for people to better their own lives and become self-sufficient.

Gerald Chertavian

The Dr. Stanley Z. Koplik Commitment to Learning Award was presented to **Year Up**, for their work providing urban youth with hands-on skill development, college credits and paid corporate internships. Gerald Chertavian, Founder and CEO of Year Up received the award on behalf of the organization, and took the opportunity to recognize members of his own staff that have committed themselves to this program.


Bob Schwarz

Peter Pan Bus Company received the Business Partnership Award for their support and commitment to literacy in their community. Bob Schwarz, Executive Vice President for Communications spoke about the 21,000 sq. foot family literacy center that Peter Pan Bus Lines has committed to building in Holyoke, and the literacy center that will be created in Springfield.

Julie Salois

A second Business Partnership Award went to **Little Sprouts Child Enrichment Centers**. The Merrimack area child care centers received Workforce Training Fund grants that evolved into the Leadership and Literacy Foundation, a non-profit offering training and workshops in a variety of subjects. Julie Salois, Principal Opportunity Developer for Little Sprouts accepted the award.

Carol Kolenik

Carol Kolenik, Director of the **Harvard Bridge to Learning and Literacy** accepted a Business Partnership Award. Carol created the program in 1999, which has since become a model for other

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CommCorp Recognizes Partners' Achievements

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universities. The worker education program for Harvard University employees provides skills employees need in their current positions and helps students get better jobs.

Andy Sum

The Excellence in Research and Evaluation Award was presented to **Andy Sum**, Professor of Economics at Northeastern University and the Director of the Center for Labor Market Studies. Involved with employment and training policymaking, planning and evaluation at the state, local and national level for nearly 30 years, Andy spoke about the importance of investing in employment and training programs.

Denise Washington

Denise Washington received the Ann Wheeler Commitment to Education Award for her work with the Literacy Works Program in Hampden County. As a literacy entrepreneur, she has dramatically expanded partnerships, leveraged new resources, and developed a number of different initiatives impacting literacy for youth and adults.

Sheila Murphy

The Hubie Jones Commonwealth Community Service Award this year went to **Andrea Silbert**, former Chief Executive Officer and Founder of the Center for Women and Enterprise (CWE). Through Andrea's leadership, this economic development organization has served over 7,500 women from more than 140 cities and towns, providing comprehensive business and technical assistance to women entrepreneurs since its inception in 1995. Sheila Murphy of CWE accepted the award on Andrea's behalf.

Carolyn Blanks

This year's Kristie Deprete Excellence in Public Service Award was presented to **Carolyn Blanks**, Vice President of Labor and Workforce Development for the Massachusetts Extended Care Federation. Carolyn advocates for the long term care workforce as a member of the state Workforce Investment Board, the Workforce Development Committee of the Boston PIC, and the advisory boards for both the Extended Care Career Ladder Initiative and the Nursing Career Ladder Initiative.

Janalis Martinez

Janalis Martinez received the Ann Wheeler Commitment to Education Award for her dedication and hard work over the past two years in the Diploma Plus Program, attending classes at El Centro del Cardenal. She completed a Community Action Project at the Au Cho Daycare Center, working with Vietnamese children, while enrolled at Bunker Hill Community College and interning at Boston Connects.

The final award of the day, the Dr. Stanley Z. Koplik Commitment to Learning Award, went to **Darlene Lanier-Grimes**. Although unable to attend the ceremony, Darlene was honored for her achievement as a participant in both the Extended Care Career Ladder Initiative and the Nursing Career Ladder Initiative. She has committed herself to moving up the career ladder and continues to work toward her goal of becoming a Registered Nurse.

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SEPT/OCT 2004

Applicant Assistance Program: Restored and Ready to Help

The Applicant Assistance Program (AAP) officially re-started September 20 and is now geared up to again work closely with companies interested in upgrading the skills of Massachusetts workers. This comes after funding was not only restored but increased by Governor Mitt Romney and the Legislature, to fully fund the program at $21 million for Fiscal Year 2005. With full funding in place, Director of Workforce Development Jane C. Edmonds and the Workforce Training Fund Advisory Panel decided to re-start the Applicant Assistance program. AAP, operated by Commonwealth Corporation, was suspended in July 2003 when the budget of the Massachusetts Workforce Training Fund (WTF) was reduced from $18.6 million to $10.1 million.

"We are grateful to Governor Romney and the Legislature for their support and commitment to improving the skills

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Two New Rounds of BEST Initiative Launched

In July 2004, Commonwealth Corporation issued a Request for Proposals for the third round of the Building Essential Skills for Training (BEST) Initiative and in August 2004 issued an Application For Funding for the Community-Based Organizations (CBO) and Older Worker Education and Training Initiative.

These two rounds of funding follow the BEST I and BEST Older Youth Initiatives, which proved successful in meeting the needs of both workers and employers. BEST seeks to build partnerships within an industry and with the workforce development community, providing skills and career ladder opportunities to workers and making companies more competitive. BEST issued its first round of grants in February 2002.

BEST III provides funding for employer-driven education and training initiatives that will help Massachusetts employers' economic well being while improving the

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BEST INITIATIVE
Building Essential Skills through Training

Applicant Assistance Program

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of our workforce. AAP will enable more companies to become more competitive as a result of building a higher performance workforce," said Ms. Edmonds. During its operation through the first 15 rounds of funding, AAP helped 494 employers obtain grants from the Workforce Training Fund worth more than $37.3 million, to train an estimated 57,000 workers.

AAP's role is to provide impartial technical assistance to companies to help them assess their most pressing training needs, design effective training programs, set quantifiable measures of success, and link with training providers if they do not have the internal expertise. This all gets put into a competitive application by the company, which is then reviewed by the Department of Workforce Development and the Advisory Panel.

AAP returns with a leaner team as Doug Riikonen is rejoined by Robert Vitello, who will cover the Southeastern region of the state, and Johanna Hall, who will cover the Western Massachusetts region.

Moreover, AAP staff works closely with the Commonwealth's 16 Workforce Investment Boards, who monitor applications from their regions and conduct outreach and information sessions so employers are aware of the WTF process and new funding priorities. AAP staff are also available to assist companies whose WTF applications were rejected. Currently the WTF has three funding deadlines per year. The next application deadline is on November 15, 2004. To reach the AAP staff, companies can contact Doug Riikonen at CommCorp (617)727-8158, ext. 1241.

Boston and Northeastern Mass:driikonen@commcorp.org
Southeastern Massachusetts: rvitello@commcorp.org
Central and Western Massachusetts: jhall@commcorp.org

BEST

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employment and wages of workers. Workforce Investment Boards, as the grant recipients, will lead employer-driven partnerships to design and deliver projects reflecting the needs of participating employers to increase the skills, education, and ability of workers in order to contribute to the economic vitality of their communities. Grants will be awarded, and the projects will launch their programs in the next month or two.

The Community-Based Organizations (CBO) and Older Worker Education and Training Initiative will award grants to help the unemployed (particularly low-income unemployed) find employment, improve employment for low income individuals or low wage workers, improve wages to a level sufficient to support a family or place individuals on a career path leading to such employment and wages.

Moreover, projects seek to have a positive economic impact in regions with high levels of unemployment or a high concentration of low-skilled workers. Grants will be awarded and the projects launched in the next month or two.

BEST is a partnership of

the Massachusetts Dept. of Workforce Development

the Massachusetts Dept. of Education

the Massachusetts Dept. of Transitional Assistance

the Division of Career Services

and Commonwealth Corporation

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NOVEMBER 2004

P-21 Initiative Announced at Youth Summit

Massachusetts Director of Workforce Development Jane C. Edmonds and Department of Education Commissioner David Driscoll kicked off the first **Pathways to Success by 21** or P-21 Summit in Worcester on November 16, where a new statewide effort to help at-risk youth was launched. Director Edmonds and Commissioner Driscoll are co-chairs of the initiative, which is staffed by Commonwealth Corporation. The P-21 Initiative is designed to ensure that every young person in the Commonwealth is on a path to productive adulthood by the time they reach the age of 21.

Current data points to the pressing need for an initiative

(continued on page 2)

Panelists (left to right) Rep. Peter Larkin, Judith Gill of the Board of Higher Education, and Jonathan Raymond of CommCorp speak at the P-21 Summit.

CommCorp Explores the Earnings and Employment Outcomes of Training

CommCorp's Center for Research and Evaluation recently released two new briefs which look at the impact of Massachusetts' workforce development programs on the earnings and employment outcomes of the low-income adults who participate in these programs.

The two briefs, "Training Matters: Earnings and Employment Effects by Gender and Service Type" and "Training Matters: Earnings and Employment Effects by Type of Service Provider" are the second and third in a series of briefs which looked at individuals who participated in Job Training Partnership Act-funded workforce development programs, and compared them to individuals who completed an objective assessment, were deemed eligible to participate, and yet did not.

Explored are individuals' outcomes, which vary by gender,

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P-21

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such as P-21. Each year three percent of Massachusetts high school students drop out before graduating and some estimate that the four-year dropout rate across the state may reach as high as 30%. Additionally, nearly half of all 16 to 19-year-olds not enrolled in school across the Commonwealth were high school dropouts At the same time, nearly 36% of all out-of-school youth in this age group was unemployed, the highest incidence being among dropouts (48%), black youth (60%) and Latino youth (46%).

Evidence suggests that a significant proportion of these young people who are dropouts and not working, at some point over their childhood were in state custody — either in foster care, court involved, or involved with the Department of Mental Health, the Massachusetts Rehabilitation Commission, or the Department of Transitional Assistance.

"P-21 represents a bold new effort on the part of the leaders of the various agencies that serve youth and young adults to examine this issue more closely and begin collaborating in new ways to address this issue," said Edmonds. "It also represents an effort on the part of local areas across the state to examine how they deliver services at both the local and regional levels, and to begin developing better ways of collaborating."

The summit included a youth panel discussion, at which young people discussed the issues and concerns they face, and some practical steps forward. An afternoon panel brought together commissioners and other leaders of the P-21 state partners, including Elmer Bartels, Commissioner of the Massachusetts Rehabilitation Commission, Robert Bickerton of the Department of Education, Judith Gill, Chancellor of the Board of Higher Education, State Representative Peter Larkin, and others.

Outcomes of Training

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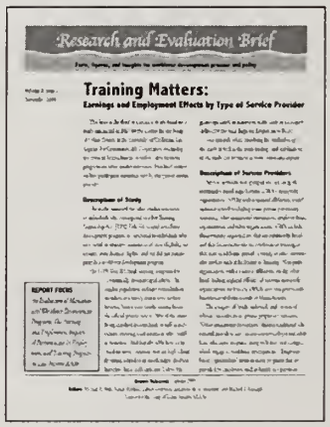
type of service received, and the type of service provider.

The study found that the positive effects of participation in a workforce development program are somewhat larger for men than for women. In the second year after program completion, men saw an average annual earnings increase of $2,800 in comparison to the comparison group, while women saw an increase of $2,100.

Outcomes also varied by the types of services received, with the largest program effects being seen for those receiving integrated occupational skills and basic training. Women and men also see different effects from different services. While men see the largest gains from basic education or basic skills training, women's largest effects are from integrated occupational and basic training.

People also can be served by many different types of training providers, from community-based organizations to trade-technical schools to employer-based programs and others. For the sample overall, the largest effects were seen from community-based organizations, but again, the effects are different for women and men. Men saw greater effects from employer-based organizations.

The two briefs are available at www.commcorp.org/cre.


Research and Evaluation Brief

Training Matters:

Earnings and Employment Effects by Type of Service Provider

Commonwealth Corporation is an equal opportunity employer/program. Auxiliary aids are available upon request to persons with disabilities.
(617) 727-8158; TDD/TTY (800) 439-2370; 529 Main Street, Boston, MA 02129
Mitt Romney, Governor; Kerry Healey, Lt. Governor; Jane C. Edmonds, Director, Mass. DWD; Jonathan Raymond, President, CommCorp

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COMMONWEALTH CORPORATION
DECEMBER 2004

$4.1 Million in BayStateWorks Grants Announced

Massachusetts' Director of Workforce Development Jane C. Edmonds and Commonwealth Corporation President Jonathan Raymond announced 11 grant awards totaling $4.1 million. The announcement was made during a visit to Caritas Norwood Hospital on November 30.

Jane C. Edmonds, Director of the Department of Workforce Development, and Delia O'Connor, President of Caritas Norwood Hospital, at the BayStateWorks grant announcement.

Caritas Norwood is the site of one of the employer partners from the HealthcareWorks Projects, one of the eleven projects receiving funding, which is led by the Metro South/West Regional Employment Board. In partnership with 13 hospitals, a medical group practice, three nursing homes, five community colleges, three union organizations, three community-based organizations and four one-stop career centers, this project will address regional health care staffing shortages by providing basic skills training, and connecting workers with community colleges to further their skills training and education. Delia O'Connor, President of Caritas Norwood Hospital, welcomed the other grant recipients and spoke about the hospital's commitment to the HealthcareWorks Program.

State funding from the newly renamed BayStateWorks program (formerly known as BEST) will help businesses or industries address workforce development needs by forming employer-driven partnerships in that will increase the number of nurses, direct care workers, manufacturing workers and more. The awards in this round of funding range from $201,095 to $967,749 and involve 14 workforce investment boards.

"This program has a proven track record of helping businesses increase their competitiveness by building workers' skills through education and training," said

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Grant Announcement

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Edmonds. "To date, since the program began, 3,226 incumbent and unemployed workers have received a solid foundation of skills with which to achieve career mobility."

Sylvia Beville, Executive Director of the Metro South/ West Regional Employment Board said, "The nursing and allied health shortages have really constrained the growth of our community hospitals. This grant will enable us to bring people without access to careers in healthcare into the field by providing the basic skills to go on to college and succeed as imaging technicians and nurses."

Raymond said that BayStateWorks funding is not only helping local employers increase their employee skills and earning potential, but also working to reduce critical job vacancies in key sectors.

BayStateWorks Grant Recipients

Franklin Hampshire Regional Employment Board – Education Services and Manufacturing – $276,600

North Shore Workforce Investment Board – Jobs in Aerospace – $267,389

Boston Private Industry Council – Health Care, Post Secondary – $274,274

Boston Private Industry Council – Human Services, Direct Care – $371,968

Metro South/West Regional Employment Board in collaboration with the Greater Lowell Workforce Investment Board, the Merrimack Valley Workforce Investment Board and the North Shore Workforce Investment Board – Healthcare Works – $967,749

Bristol County Workforce Investment Board in collaboration with the New Bedford Workforce Investment Board – $416,589

Regional Employment Board of Hampden County - Healthcare & Manufacturing – $276,600

Berkshire County Regional Employment Board – Manufacturing & Information Technology – $276,600

Cape Cod & Islands Workforce Investment Board – Healthcare Partnership – $201,095

Greater New Bedford Workforce Investment Board – Manufacturing Partnership – $271,189

Brockton Area Workforce Investment Board in collaboration with the South Coastal Workforce Investment Board – $499,947

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JAN/FEB 2005

Older Worker and CBO Grants Awarded

Commonwealth Corporation, on behalf of the Department of Workforce Development, has awarded seven grants as part of its Community-Based Organizations (CBO) and Older Worker Education and Training Program. Grants awarded will help the unemployed find employment, improve employment for low-wage workers or low-income individuals, increase wages to a sufficient level to support a family, or place individuals on a career path leading to better employment and higher wages.

Building upon the work of the BayStateWorks Program, formerly known as the Building Essential Skills through Training (BEST) Program, the CBO/Older Worker grants target two types of organizations. Grantees for CBO grants are community-based non-profit organizations, while the awardees for older worker funding are providers of workforce development and job skills training services. Projects will seek to have a positive economic impact in

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New Brief Looks at Training Impact

CommCorp's Center for Research and Evaluation recently released the Research and Evaluation Brief, *Training Impact After Five Years: Earnings and Employment Effects Persist.* The brief presents the findings of an evaluation which analyzed whether the earnings and employment impacts of Massachusetts workforce development programs persist five years after the program intervention.

The study found that workforce development programs continue to have a uniformly positive effect on the earnings and employment of disadvantaged adults five years after program intervention. However, program impacts diminish modestly between the third and fifth year after program participation. For the entire sample, estimates indicate that program participation increased average earnings by $1,882 five years after program-intervention, down somewhat from the $2,324 earnings increases three years after program intervention. Similar declines are found for men and women. Still, for all groups, the program impacts five years after program intervention remain positive and statistically significant.

Participation in Massachusetts' workforce development programs increases earnings by 21% above what earnings would have been without receiving the training services five years after program intervention. This is comparable to the training effect of 25% three years after program intervention, when the training impact estimate is at its

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CBOs

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regions with high levels of unemployment or a high concentration of low-skilled workers.

Recipients of the CBO and Older Worker Education and Training Program

Community Based Organization Projects

- Neighborhood Development Corporation of Jamaica Plain - $146,832
- Community Work Services - $199,831
- Action, Inc. - $200,000

Older Worker Projects

- Operation A.B.L.E. of Greater Boston - $200,000
- Cambridge College - $195,761

CBO and Older Worker Projects

- Lutheran Community Services of Southern New England - $130,000
- Jewish Vocational Services - $184,150

New Brief

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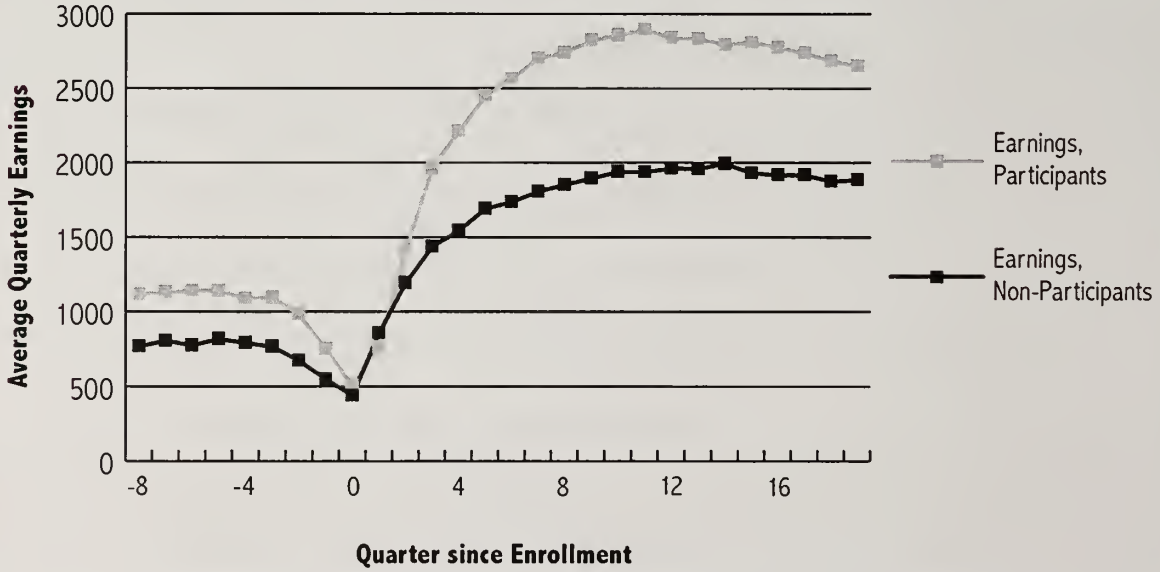
peak during the period of analysis.

Diminishing program impact on employment over time appears to account for some of the modest declines in program impact on earnings between the third and fifth program intervention years. In particular, program participation is estimated to increase employment by 6% five years after program intervention, compared with 9% two years after program intervention when the training impact estimate is at its peak during the period of analysis. Still, the program impact on employment remains statistically significant five years after program intervention. The results of this study imply that Massachusetts' workforce development programs appear to be contributing to significant human capital (i.e., skills) enhancements of program participants even five years after program intervention.

To view the brief, visit www/commcorp.org/cre.

Average Quarterly Earnings
Two Year Pre- and Five Years Post-Program Intervention



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